

Fair Housing is Your Right

Utah Antidiscrimination & Labor Division (UALD)





What is Housing Discrimination?

Under the Utah and Federal Fair Housing Acts, you have the right to rent, purchase, or finance housing without being discriminated against based on your race, color, national origin, religion, sex, familial status (*families with children under 18*), or disability. Additionally, under the Utah Fair Housing Act, you also have the right to select housing regardless of your source of income (*for example, if you receive state, local, or federal government assistance, including housing vouchers*).

What Housing is Covered?

The Fair Housing Act covers most housing. In some circumstances, the Act exempts owner-occupied buildings with no more than four units, single-family homes sold or rented without the use of a broker and housing operated by organizations and private clubs that limit occupancy to members.

How to Recognize Housing Discrimination

Housing discrimination doesn't always mean having a door slammed in your face or a bigoted remark directed your way. Unsuspecting renters or home buyers may be politely turned away from the housing of their choice, even though they are qualified. The following are some examples of possible discrimination.

- ▶ ***In Maryland, three African men were evicted by a landlord who terminated their leases and immediately leased the unit to white tenants.***
- ▶ ***In California, a woman with a disability who uses an assistance animal was refused a rental unit in an apartment with a "no pets" policy.***
- ▶ ***In Ohio, a Hispanic woman was denied housing because of an unlawful "no kids" policy.***

Retaliation

State and Federal law prohibits housing providers from retaliating against individuals for filing a fair housing complaint. The Division fully investigates allegations of retaliation against those that have exercised their fair housing rights, or assisted others in doing so.

How to File a Complaint

Anyone who believes that he/she is a victim of housing discrimination or harassment may file a complaint with the Utah Antidiscrimination & Labor Division of the Utah Labor Commission. To file your complaint of housing discrimination, complete the following steps:

1. Obtain a Housing Questionnaire
 - a. From our office at 160 East 300 South, 3rd Floor, Salt Lake City, Utah 84114 or
 - b. Go to www.tinyurl.com/fhquest and print a copy.
2. Complete the form, sign it and return it to our office. Be prepared for a possible interview with one of our Intake Officers.
3. Although not required to file a complaint, copies of any of the following will help in investigating your claim:
 - ▶ ***Violation notices***
 - ▶ ***Lease agreement***
 - ▶ ***Documents supporting your request for a reasonable accommodation***
 - ▶ ***Information about witnesses***
 - ▶ ***Other information you may feel will support your case***
4. Once the case has been created, we will send a copy of the complaint to you (the Complainant), and the party you are charging with discrimination (the Respondent).

Q Are there any deadlines for filing a housing discrimination claim with the Antidiscrimination & Labor Division or U S Department of Housing & Urban Development (HUD)?

A To file under Utah law with our office, you must file your charge within 180 days of the alleged discrimination.

To file under Federal law with HUD, you must file within one year. Our office can provide you with the HUD form.

Q What does it cost to file a charge?

A There is no cost for filing a charge of housing discrimination.

Utah and Federal Agencies

All complaints filed with the Utah Antidiscrimination & Labor Division (UALD), are also considered simultaneously filed with the U.S. Department of Housing and Urban Development (HUD).

Court System

To file through the court system, you must file within two years of the alleged discrimination and you will need your own private attorney.

Utah Fair Housing and Civil Court

You may file with the Utah Antidiscrimination & Labor Division (UALD). However, you may not pursue a court action at the same time.

Resolution Conferences

The goal of the Utah Antidiscrimination & Labor Division of the Utah Labor Commission is to resolve charges of housing discrimination as quickly as possible. We use conciliation and mediation techniques to bring cases to a successful conclusion, with a savings of time and money for both parties.



Utah Labor Commission

Utah Antidiscrimination & Labor Division (UALD)

160 East 300 South, 3rd Floor | PO Box 146600

Salt Lake City, Utah 84114-6600

(801) 530-6800 | Toll free in state: (800) 222-1238 | email: discrimination@utah.gov

Business Hours | Monday thru Friday 8 am to 5 pm or visit our website

www.laborcommission.utah.gov